Volume 10, Number 1 January 14-27, 1995

UCSF Newsbreak

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Affirming affirmative action

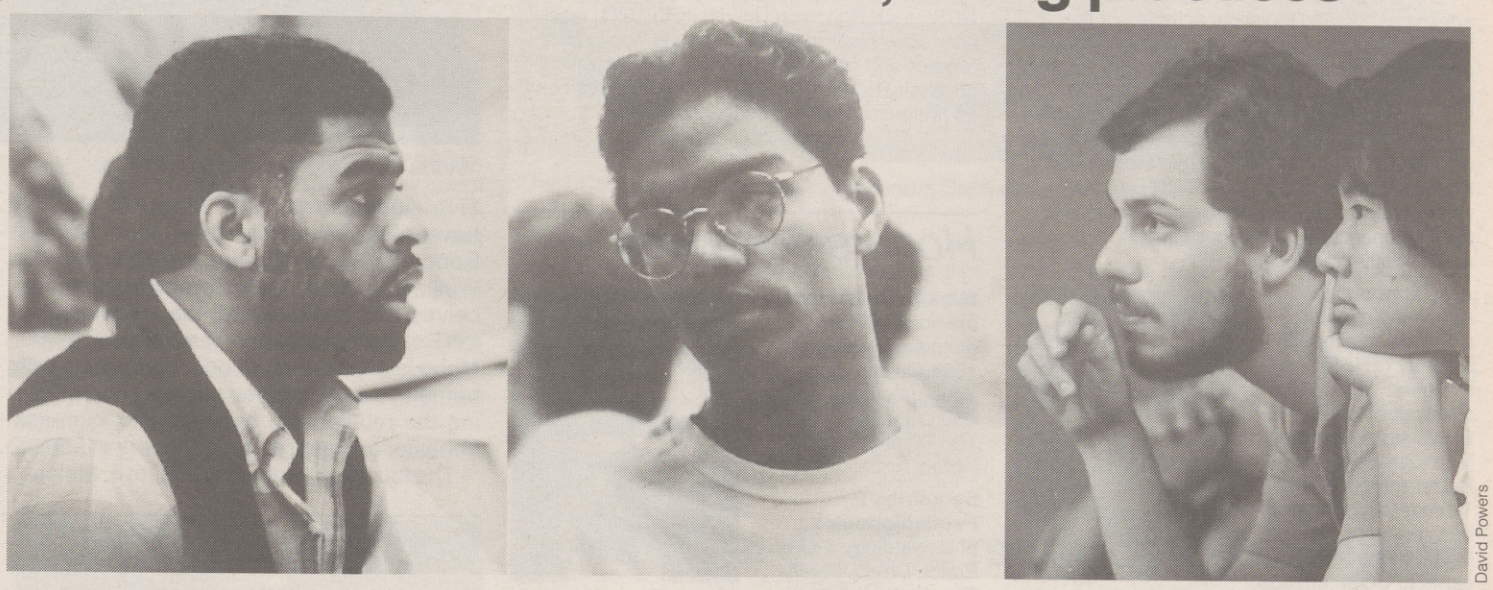
Amid controversy, UCSF defends its admissions, hiring practices

By ALLEN J. BALDERSON

On December 31, Governor Pete Wilson brought 1994 to a controversial conclusion by encouraging an end to affirmative action hiring policies in California. In an interview in the *Sacramento Bee*, a transcript of which was supplied by the Governor's office, Wilson said that he supports changing the way this state deals with affirmative action in the schools and in the workplace.

"I don't think we should be awarding either jobs or places in a graduate school based upon race or gender, because you're talking about a quota system," said Wilson. He went on to say, "We don't want to deny anybody access, but I don't think you give preference by virtue of gender or membership in an ethnic group."

Hiring practices that are based on race and gender have been a mainstay of government anti-discrimination efforts since the 1960s. Given this new political position, affirmative action could become as explosive an issue as illegal immigration.



David Powers

A different "perspective"

The early signs of what could become a polarizing dispute already are evident. Just last month, on the KQED radio segment "Perspectives," Lance Izumi from the Pacific Research Institute blasted UC and other state medical schools for their admissions policies, saying, "Do we as consumers want to be treated by doctors who received A's and high test scores or by doctors who received C's and mediocre test scores?" He added that Americans want the best health care possible, which means having the best doctors and nurses regardless of race. "The fact that government refuses to heed the public's wishes is one reason signatures are being gathered for an initiative that will require color-blind decision making by government entities. And if you thought Prop. 187 won by a landslide, wait till this initiative makes the ballot," said Izumi.

Lowenstein

His commentary raised the ire of many, including Daniel Lowenstein, assistant professor, neurology and anatomy, who has taught UCSF students for nearly a decade. Speaking on the show, Lowenstein accused Izumi of "maligning an enormously successful admissions process that has helped bring together some of the most talented and highly regarded medical students in the world." He said that Izumi's assessment was "superficial, disingenuous, and wrong on at least two counts."

Lowenstein explained that UCSF's admissions policy is not designed to insure that a certain "quota" of minority students is admitted as was implied by Izumi. (In fact, in the Bakke case of 1978 the US Supreme Court ruled that race or ethnicity could be considered in the admissions process, but quotas for minorities were unconstitutional.) "The committee tries to create a medical school class that will best serve the needs of the people of California," said Lowenstein. "This means it has to be culturally diverse. It's been shown time and time again that minority populations suffer a disproportionate burden of treatable diseases. Minority graduates are three times more likely than non-minorities to care for this population."

Lowenstein added his astonishment at Izumi's belief that the best doctors are simply those who have performed best on admissions tests and got the highest grades in college. "There's not one shred of evidence that this is true. If critics like Mr. Izumi had their way, UC's medical school classes would become less diverse, more elitist, and increasingly out-of-touch with the multiethnic, multicultured society that epitomizes California," Lowenstein said.

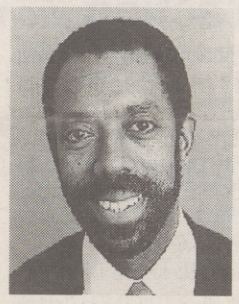
In further defense of UC's policies

At the UC Regents meeting in November, Michael Drake, associate dean for the medical school's admissions and student programs, was asked to describe UC's admissions process. At the meeting, the Regents were debating the fairness of medical school affirmative action policies. This was precipitated by a complaint from a San Diego couple — Jerry and Ellen Cook of La Jolla — who alleged that their son was not admitted to UC San Diego medical school because he's white. (He later was accepted to UC Davis, where he's currently a student.)

Drake told the Regents that the goal of medical education is to produce physicians who will practice their trade in a manner that maintains or improves the health status of our people. "It is not our intention or purpose to simply reward an individual applicant for achieving a given level of classroom performance. Medical school admission is not a prize."

Drake said that when he interviews an applicant he constantly asks himself, "Can I imagine this person as my student? Can I imagine this person as my colleague? And most importantly, can I imagine this person as my doctor?" If the answer to any of these is no, the student is not admitted, he said.

"While classroom performance above a certain level is required to indicate that the student can withstand the considerable scholastic challenge of a modern medical education, said Drake, "we have to look deeper . . . at the people behind the scores."



Drake

As a society, Drake told the Regents, America almost has two countries within its borders — one with health status indicators that rival any nation on earth, and one that has indicators more typical of parts of the Third World. "In the overwhelming majority of cases, white Americans as a group enjoy outstanding health indicators, while their minority neighbors suffer a disproportionate disease burden. Minority patients get less treatment than whites."

Among the most striking results of UCSF's admissions, said Drake, is that our

(See **AFFIRMATIVE ACTION** *on page 2)*

New state laws

Welcome to 1995! State legislators were busy last year as Governor Wilson signed 1,349 laws in 1994. Here's a sampling of California's new laws that may affect you and your workplace effective January 1:

♦ **Abortion protests** — Health care facilities can sue anti-abortion protesters who block access to their premises.

♦ **Campus firearms** — Carrying a firearm within 1,000 feet of a public or private school campus is now a felony.

♦ **Condom requests** — A woman's request that an attacker use a condom or other birth control device does not constitute consent to sexual assault.

♦ **Cross-college enrollment** — Students enrolled in UC, state university or community colleges may take one course each term in another system if space is available by paying a $10 fee.

♦ **Employee dress codes** — Employers may not prohibit women from wearing pants at work instead of skirts or dresses.

♦ **Genetic disease** — Health care insurers are prohibited from using genetic testing to discriminate against people who carry the gene for a disease but have no symptoms of it.

♦ **HIV status** — Victims of sex crimes are guaranteed the right to know the result of HIV testing of their attackers.

♦ **No smoking** — With a few exceptions, a statewide smoking law bans smoking in restaurants, offices, factories and other enclosed workplaces.

♦ **Premarital blood tests** — Marriage license applicants no longer have to take expensive blood tests to check for syphilis and rubella.

♦ **Primary care physicians** — Health care plans must allow women to name their obstetrician-gynecologists as their primary care physicians.

♦ **Sexual harassment** — State law allowing women to sue employers and instructors for sexual harassment is expanded to allow them to sue doctors, lawyers, accountants and other professionals.

♦ **Workplace violence** — Business owners can obtain temporary restraining orders and court injunctions against customers and others who engage in violence or threaten employees.

Governor's multi-year budget plan — lean this year for UC, but a more stable future

Governor Pete Wilson on January 10 proposed a four-year state budget plan for UC and the California State University, where both systems would each receive a two percent state general fund increase in 1995-96 and annual increases averaging four percent for the next three years. The plan also calls for greater operating efficiencies on the part of both institutions, at least a 10% increase in student fees and increased state funding for financial aid.

In reacting to the news, UC President Jack W. Peltason said he was gratified by the Governor's multi-year commitment.

"The commitment to a framework for budgetary stability, coupled with necessary student fee increases, is a formula through which UC can provide students a quality education and the classes they need so they can graduate in four years," Peltason said. "It means they, and their families, also will have a greater measure of predictability about what their costs are going to be."

Peltason added that stabilized funding would mean that UC can continue to improve

(See **BUDGET** *on page 2)*

No easy answers at town hall meetings

Editor's Note: This is the first of two articles on UCSF's town hall meetings held at various campus sites. Meetings at Parnassus and SFGH will be covered in the January 28 issue of Newsbreak. *The VAMC also will have a town hall meeting on Tuesday, February 21, at noon in the VAMC Auditorium.*

Concerned about the future of UCSF, employees at MCB and the UCSF/Mount Zion Medical Center asked administrators questions for which there were no easy answers at recent town hall meetings.

Chancellor Martin, who agreed to offer town hall meetings this year to foster candid discussions with employees, was accompanied by vice chancellors Dorothy Bainton, Steve Barclay and Bruce Spaulding and other administrators at MCB. Medical Center Director Bill Kerr attended the forum with Martin and others at Mount Zion.

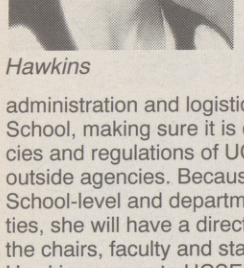
Martin prefaced the meetings, explaining it's difficult to determine how the University will be affected when uncertainties remain regarding the state budget, health care marketplace and Republican takeover of Congress. Nevertheless, he acknowledged that the campus is preparing "to do more with less" funds by looking at ways to become more customer-focused and cost-effective. This campuswide restructuring effort and the leadership in place to implement it puts UCSF in a "good position to survive and thrive," he said.

Still, when employees at both town hall meetings asked about the prospect of downsizing and layoffs, Martin made no promises. He did say there are no early retirement packages planned.

(See **TOWN HALL** *on page 2)*

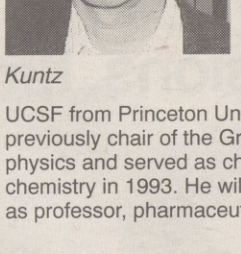
Gazette

Appointments



Hawkins

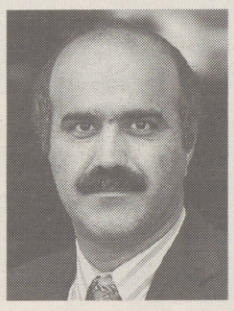
Angela M. Hawkins: Appointed associate dean for administration, School of Pharmacy, effective Monday, January 23. Hawkins is responsible for all matters pertaining to the organization, personnel, funds and policies of the Dean's Office. She also is responsible for the administration and logistical activities of the School, making sure it is complying with the policies and regulations of UC, UCSF, the Dean, and outside agencies. Because Hawkins fulfills School-level and department-level responsibilities, she will have a direct relationship with all of the chairs, faculty and staff within the School. Hawkins comes to UCSF from UC Berkeley where she was serving as special assistant to the vice chancellor of business and adminstrative services.



Kuntz

Irwin D. "Tack" Kuntz: Appointed director, Molecular Design Institute (MDI). The MDI is an organized research unit established in 1993 to promote research and education in the broad areas of drug discovery, drug delivery and molecular engineering. Kuntz, who came to UCSF from Princeton University in 1971, was previously chair of the Graduate Group in Biophysics and served as chair of pharmaceutical chemistry in 1993. He will maintain his position as professor, pharmaceutical chemistry.

Ara Tahmassian: Appointed director, environmental health & safety (EH&S). He has been serving as acting director of EH&S since Assistant Vice Chancellor Roy Balzer retired in 1993. Tahmassian, who also has served as chief of EH&S at the VAMC, came to UCSF in 1988 to manage the Radiation Safety Program and restructure the radiation plan, which has become a model for other institutions. He is responsible for all elements of radiological, biological, chemical, physical, fire and asbestos safety at all campus sites.



Tahmassian

Honors & Awards

Mark S. Chesnutt, medicine, SFGH & pulmonary medicine: 1994 Outstanding Young Alumnus, Pacific Lutheran University, Tacoma, Washington.

Chesnutt

Demetrios P. Paphadjopoulos, pharmacology & CRI: Editor, *Drug Delivery: The Journal of Delivery and Targeting of Therapeutic Agents.*

Francis C. Szoka, pharmacy: Member, AIDS & Related Research Study Section 4, Division of Research Grants, NIH.

Moon receives top NEF scholarship

Allen J. Balderson

Martha Moon (right) and Ruth Malone

Five students from the School of Nursing have received scholarships from Nurses' Educational Funds, Inc. (NEF). Martha Wellington Moon, a doctoral candidate, received NEF's top award, the Isabel Hampton Robb Memorial Scholarship for $10,000. Moon is a nurse practitioner who works with homeless and runaway adolescents, studying the relationship between HIV high-risk behavior and past or family history of abuse.

The four other winners are: Ruth E. Malone, doctoral candidate, who received the Margaret G. Tyso and Liesel M. Hiemenz Scholarship awards; Felicia E. Mancini, master's student, who received the Mead Johnson Company and Nurses Scholarship and Fellowships awards; Nanette Medin, master's student, who received an Edith M.F. Pritchard Scholarship; and Edna I. Josiah, master's student, who received Estelle Massey Osborne and BOC Group Scholarship awards.

Contracts & Grants

Information on contracts and grants is made available to this paper through individual departments, researchers or the funding agency.

Stephen J. McPhee, general internal medicine & Vietnamese Community Health Promotion Project: Received $185,000 from the California Department of Health Services/Tobacco Control Section for *Community Tobacco Education Interventions for the Vietnamese.*

Publications

Kent Olson, Poison Control Center, medicine, pediatrics, clinical pharmacy: Chief editor, *Poisoning and Drug Overdose,* 2nd ed. (Appleton & Lange, Norwalk, Conn., 1994). The faculty and staff at the San Francisco Bay Area Poison Control Center also contributed to the book.

Lynne S. Steinbach, clinical radiology: Author and co-editor, *Musculoskeletal Manifestations of AIDS* (Warren H. Green, St. Louis, 1994).

Affirmative action *(from page 1)*

measure are serving traditionally underserved populations. Drake said that studies bear this out, including an ongoing one at UCSF which is showing that 60 percent of minority graduates have mostly minority practices. In addition, 57 percent of the UCSF minority graduates studied so far chose primary care, compared to 41 percent of whites.

Minority physicians tend to serve the sickest people in our society, according to Drake. "Overwhelmingly, they serve those who need care the most."

And despite lower average test scores and GPA at school entry, minority students still succeed at medical school. "Numbers alone do not tell us who is going to be the best doctor, the best listener, the best patient advocate, the most creative researcher, the most compassionate." Drake said that test scores do indicate facility at memorization and test taking, and that these are among the skills required for success in medical school. But, that is only part of the picture.

"It has been suggested that we use a color-blind or race-blind admissions policy. That would be fine in a color- blind society. Unfortunately, we are not there yet.

Affirmative action on the job

"Affirmative action is really a very effective tool for overcoming the effects of past discrimination," says Michael Adams, director of Affirmative Action & Equal Opportunity. "The concept is sound, it has been tested by the courts, and we know the appropriate limitations for utilizing this tool."

Adams says that an important feature of the affirmative action policy is that it seeks to remedy problem areas, but does not establish permanent quotas or rules for hiring any particular group. "That's an important distinction," says Adams. "The Bakke case has given us the guidance that protects the rights of innocent individuals while at the same time allowing employers to consider race, gender, etc. in their hiring practices. UCSF has embraced this concept."

Adams

Affirmative action does not require or expect employers to hire underqualified people, says Adams. "We work from a diverse pool of qualified applicants and hire the person who can make the best contribution to the department and to UCSF."

As is the case of specific health care workers, staff employees also should reflect the diversity of the population they serve, says Adams. "California is a state full of diversity. The public mission of the University is only enhanced by hiring individuals who reflect the entire community."

In fact, according to Adams, many of our employees serve as ambassadors to outside communities. "For example, you might have equally qualified applicants applying for a job that requires interaction with the Hispanic community. The University would probably receive added value by hiring a qualified Hispanic person for the job."

Budget *(from page 1)*

its efficiency and move to restore competitiveness to faculty salaries over time.

UC has suffered a loss in state funding that has necessitated $433 million in budget cuts since 1990, a slippage in maintaining competitive faculty salaries and large increases in student fees.

Under the Governor's proposal, which needs to be approved by the Legislature, UC would receive $1.89 billion in state funds next year for its operating budget, an increase of $36 million or 2 percent over the current year. UC had sought a 7.9 percent increase or $145 million. The proposed budget also includes funds to hire 120 new faculty to stabilize the UC student/faculty ratio at 18.7 to 1.

In addition, the proposal includes about $160 million for UC's capital budget for 1995-96 and $150 million a year in the three subsequent years for building projects, with priority given to seismic, life safety, infrastructure and educational technology. The University had requested $168 million for 1995-96. Funds to pay off bonds for capital expenditures are included in the Governor's budget in addition to the $36 million increase in the operating budget.

"Although the funding in the first year is less than we had hoped for and we will need to share the burden of continued lean budgets," says Peltason, "the increases in future years will give us the stability to preserve quality."

A revised UC budget plan for 1995-96, as well as a general budget plan for the following three years based on the Governor's proposal, will be developed to present to the UC Regents at their meeting January 18-20 at Laurel Heights. However, to allow adequate time for the Regents to fully discuss and consider the issues, Peltason said a vote on any recommendations will be delayed until a subsequent Regents meeting.

While the proposed budget shows a 10% student fee increase, Peltason said UC hopes to hold it to no more than 10%, and at least a third of any fee increase will be set aside for student financial aid.

The Regents proposed budget also called for a five percent raise for faculty in addition to merit increases as a first step in a five-year plan to bring faculty salaries back to the average of comparable institutions. Faculty salaries in 1994-95 lagged behind by 7.5 percent. The Regents budget also called for a five percent raise for staff. While competitive faculty salaries also are a goal of the Governor's proposed plan, Peltason said the size of next year's proposed salary increases will now have to be reconsidered.

Town hall *(from page 1)*

Kerr, who will give the specifics about the Medical Center budget at a management meeting later this month, said further cuts in operating expenses are necessary.

MCB concerns

The MCB is targeted for more upgrades, Martin said. Acknowledging the past problems with ventilation and air quality as well as the existing leaky ceilings, Martin said $2 million already has been allocated to make the necessary improvements. In addition, he said that the campus would spend another $250,000 to improve the appearance of the lobby on the first floor.

Campus expansion plans

Several employees wanted to know about campus development plans. The Long Range Development Plan (LRDP), a blueprint for expansion plans over the next 10 to 15 years, should be completed within the year. It will then go to the UC Regents for final approval, Martin said.

UCSF still is considering developing a second campus in one of three locations — Brisbane, Mission Bay, and Harbor Bay in Alameda. The timeline for such a project will likely be slower than previously anticipated.

Bruce Spaulding reaffirmed that the Presidio is a dead issue. Plans to establish a major satellite site at that location were halted over economic differences.

A new Environmental Impact Report is being developed for Laurel Heights, which will house the Center for Social & Behavioral Sciences and consolidate more administrative functions. Cost to develop and complete the infrastructure over several years is estimated at $28 million.

Medical Center

Financing planned capital improvements at the Medical Center will likely be postponed since operating gains have declined dramatically making it more difficult to borrow money, Kerr said.

Asked about the results of the recent advertising campaign, Martin said it certainly raised community awareness of UCSF as a primary care provider, but the final figures as to how many patients chose UCSF Medical Group during open enrollment are not expected until March.

Allen Balderson and Lisa Cisneros contributed to this report.

UCSF Newsbreak

(ISSN0891-6063) Volume 10, Number 1, January 14-27, 1995 (two weeks). Published by the University of California, 3333 California Street, Suite 103, San Francisco, CA, 94143-0462, 21 issues per year — biweekly, except monthly June, July, August and December. Second-class postage paid at San Francisco, CA. POSTMASTER: Send address changes to UCSF *Newsbreak*, Public Affairs, University of California, San Francisco, Laurel Heights, 3333 California Street, Suite 103, San Francisco 94143-0462.

Deadline for the next issue, which will cover January 28-February 10, 1995, will be on **Tuesday, January 17, at 11 a.m.** Please send campus news copy to Allen Balderson (476-3163), Medical Center news to Lisa Cisneros (476-3256), and calendar and gazette items to Michele Firpo (476-3257), all at Box 0462; fax 476-3541. Last-minute copy may be taken over the telephone by calling the above telephone numbers. The University of California is an affirmative action/equal opportunity employer.

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UCSF team tackles India's industrial hazards

By LISA CISNEROS

Second-year occupational and environmental medical resident David Kaye sums up his recent trip to India with three words: poverty, pollution and overpopulation.

UCSF AROUND THE WORLD

Kaye couldn't do anything to ease India's economic plight — the average coal miner earns 80 cents a day — or its overcrowdedness, but he and UCSF industrial hygienists did try to make a difference to improve the health of the environment and employees there.

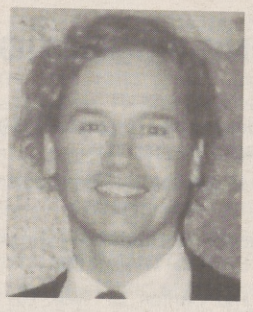
Kaye, 36, was part of the UCSF group invited to India to teach physicians and safety personnel how to better maintain occupational health and industrial hygiene. About 370 Indian delegates participated in one-week courses in the cities of Bombay, Calcutta, Delhi and Jamshedpur, where the largest independent steel company is located.

Officials at Tata Iron and Steel Co. (TISCO) didn't allow the UCSF team to take photos during their tour of the plant, Kaye says, but he describes witnessing flagrant violations in personal safety. For example, while male workers wore protective gear such as helmets and steel-toed shoes, women working right beside them were clad in saris and sandals.

On another tour, Kaye had to walk away from the plant because the loudness hurt his ears. "To them, hearing loss is a natural progression of working."

Industry leaders have accepted US standards to protect employees from occupational hazards, but they just don't have the means to measure and enforce them, explains Joseph Ladou, a professor of occupational medicine who made his second teaching trip to India.

As a result, physicians employed at factories report seeing about 100 patients a day, either treating them for on-the-job injuries or attending to their other health care needs.



Allen J. Balderson

Kaye

"Instead of thinking how can they eliminate work-related injuries and illnesses, they were more interested in how you treat it and how you compensate for it," Kaye says. "They don't practice preventive measures; they're merely reacting to the problems."

Still, the UCSF team made an impression on how to prevent environmental and occupational accidents and delivered more than 500 books on the subject.

"There's not a single university in India that teaches industrial hygiene," says Ladou. "Like most newly-industrialized countries, India is about 30 to 40 years behind the US and western Europe."

India is in the midst of an environmental crises with water and air quality plummeting at an alarming rate. Kaye says while traveling between cities several colleagues suffered from respiratory symptoms caused by lead poisoning from gas-guzzling cars caught in heavy traffic jams made miserable by unpaved roads and lack of traffic signals. "When I first arrived, I thought it was like San Francisco, foggy. But it was actually thick smog."

Ladou is expected to lead a more advanced industrial hygiene program next fall in India, China and central Europe.

David Kaye

The UCSF group toured the Tata Iron and Steel Company in Jamshedpur.

Swedes have better way to diagnose breast cancer

By EMILY PEARCE

The US could save 20,000 women's lives and thousands of dollars in medical costs each year by adopting Sweden's breast cancer screening process, according to surgeon Laura Esserman, co-director of the UCSF/Mount Zion Breast Care Center.

Esserman was lead investigator of a study conducted with researchers at Stanford and the University of Lund in Sweden.

According to the research findings, if US doctors used the Swedish method:

♦ 50 percent more women could be screened from the current 18.6 million to 27.5 million.

♦ 57 percent of the target population (women aged 40 to 79) could be screened as opposed to the current 39 percent.

♦ 20,000 new cancers could be found annually over the current estimated 43,000.

♦ The number of cancers missed would be negligible (140 to 400) when compared to the 20,000 new cancers that could be found using the more stringent Swedish screening standards. Sweden does not perform surgical biopsies as often as physicians do in the US.

♦ 100 percent of women in the target population could be screened for $5.17 billion, compared to $7.48 billion if current US standards are followed.

Esserman presented the findings at a recent breast cancer symposium in San Antonio.

Swedish standards include a centralized mass screening program and stringent criteria for when to call a mammogram abnormal and when to recommend a biopsy.

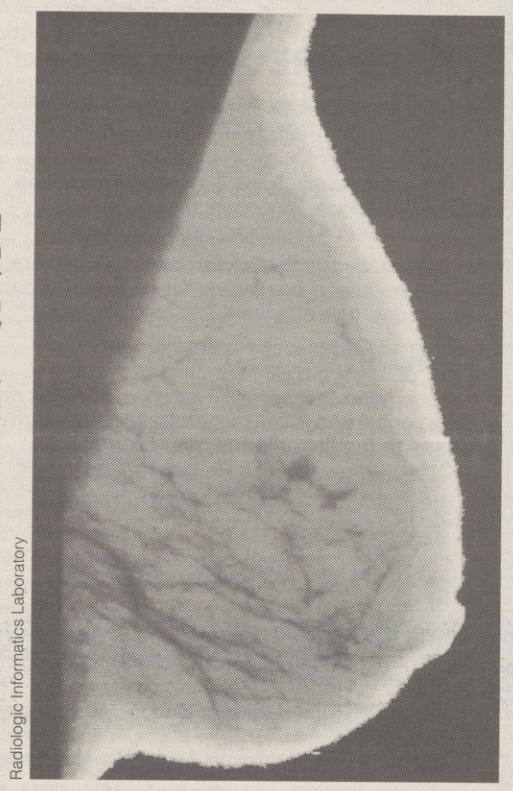
"These cost estimates are used to obtain insight. It's important to understand that we cannot automatically adopt the Swedish performance style because our health care delivery system is not organized like their nationally run program," Esserman says. Sweden, with just 8.6 million people, has socialized medicine.

"But we can take a look at how the Swedes have been able to demonstrate a significant reduction in mortality from breast cancer, 30 percent for women over 50 in randomized clinical trials," she adds. According to Esserman, studies show the quality of any mammography program is based on three points:

♦ Experience of the mammographer — the more films a mammographer reads usually will lead to fewer mistakes and higher quality or fewer false positives. In Sweden the average number of films read by a mammographer is 250 to 300 a day, whereas in the US it is usually 50 or fewer a day.

♦ Percentage of population screened — a higher percentage translates into more cancers found early. Sweden screens 65 to 90 percent of women aged 45 to 70. The US screens 39 percent of women 40 to 79.

♦ Frequency of screening — Sweden aggressively screens and tracks women every 18 months to 2 years. Sweden's screening program sends out letters inviting women to come in for screening and the country's national health care program covers the cost. The US recommends that women be screened annually, but there is no program of mass invitations and no centralized program checking quality issues, including whether women are screened on a regular basis.



Radiologic Informatics Laboratory

A mammogram shows a tumor that has developed in the breast tissue.

Screening no benefit for women under 50

Meanwhile, the controversy over whether women under the age of 50 benefit from mammography screening continues. A UCSF/VAMC study has found that while screening significantly reduces breast cancer deaths in women aged 50-74, it offers little life-saving benefit for women aged 40-49, according to a report in the January 11 *Journal of the American Medical Association*.

Analyzing data from 13 studies reported between 1966 and 1993, the researchers found that screening mammography significantly reduced breast cancer deaths in women aged 50-74 after 7 to 9 years follow up — regardless of how many X-ray views were taken at the time of screening, the length of time between screenings, and whether the women had breast exams by a doctor.

"The important message for women is that those 50-74 who underwent screening mammography had a 26 percent reduction in breast cancer deaths compared with women who did not," says lead author Karla Kerlikowske, associate director of the VAMC's Women Veterans Comprehensive Health Center and UCSF assistant clinical professor of medicine and epidemiology and biostatistics.

New retinal disease research center opens

A new Kearn Family Research Center for the Study of Retinal Degenerations, the first center of its kind in Northern California, has opened at the Beckman Vision Center.

The new center is devoted to the fight against blinding diseases of the retina, a layer of nerve cells at the back of the eye that turns light into signals transmitted to the brain, which in turn translates the signals into vision. Some 2.5 million Americans have some form of retinal degeneration, including macular degeneration, the leading cause of blindness in people over 60, and retinitis pigmentosa, an inherited disease that afflicts one in 3,500 people worldwide.

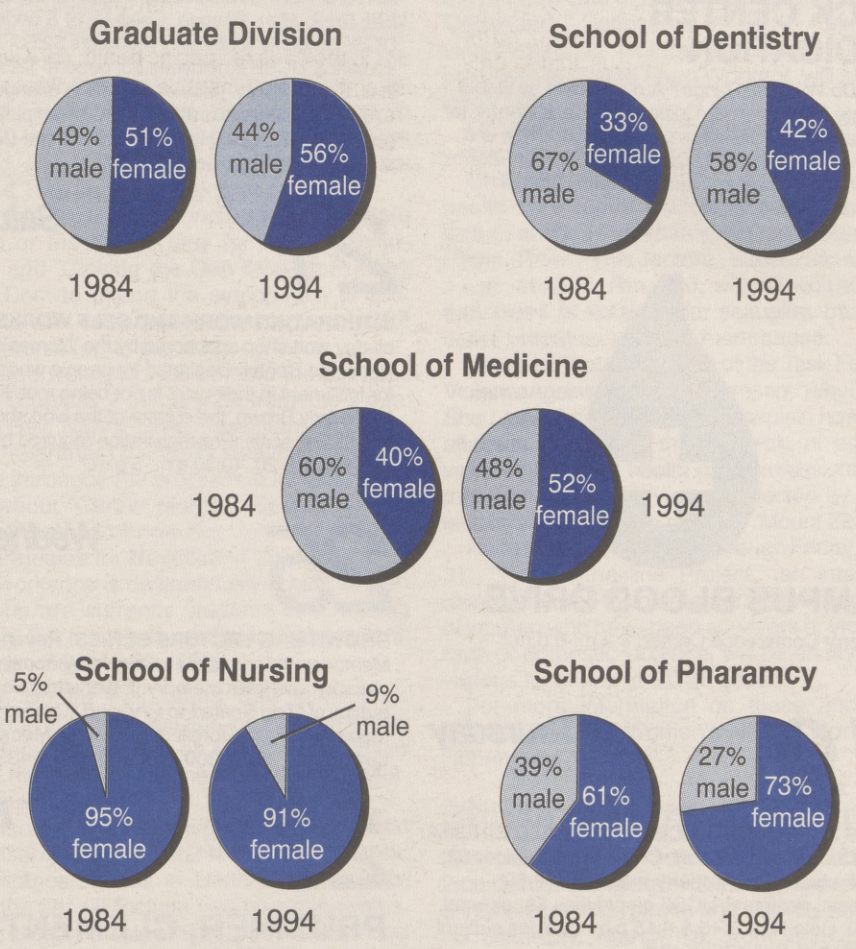
The Kearn Center will be directed by Matthew LaVail, professor of anatomy and ophthalmology. "Establishment of the Kearn Center at UCSF will not only significantly expand our research efforts on these diseases, but also will provide a state-of-the-art diagnostic clinic for patients with retinitis pigmentosa and macular degeneration," LaVail says.

Some center researchers, for example, will study the interaction of retinal and optic nerve cells in tissue cultures. If they can sort out cues that tell these cells how to connect with the brain, LaVail points out, the researchers hope they may be able to transplant normal retinal cells into a patient's damaged retina and give the cues for transplanted cells to "hook up" and restore lost vision.

The new Kearn Center was made possible by a generous donation from the Kearn family of Hillsborough to the RP Foundation Fighting Blindness, a national organization dedicated to the fight against retinitis pigmentosa and other blinding retinal disorders.

Inside UCSF

How have the gender numbers changed?



Source: Student Affairs (all Schools and Graduate Division), Registrar's and Admissions Office

Today/Tomorrow

UCSF CELEBRATES MARTIN LUTHER KING JR. WEEK

Tuesday, January 17

• **MLK reception to honor this year's MLK winners —** Leon King, staff director, Nutrition & Dietetics; Gina Jones, third-year School of Pharmacy student; and Lloyd H. Smith, associate dean, School of Medicine. Cole Hall. Noon-1:30 p.m.*

• **Community Seniors Day at Mount Zion.** Senior centers from around the City have been invited to the hospital for a celebration of Dr. King. Mount Zion Cafeteria. Noon-1 p.m.

• **Tables of Unity at SFGH.** Representatives from a variety of SFGH employee groups will have information booths, plus there will be a cake-cutting ceremony. Second floor hallway of SFGH main hospital. 11 a.m.-1:30 p.m.*

Wednesday, January 18

• **Multicultural Festival.** Will feature ethnic foods, entertainment, cultural displays and community information on youth programs. Entertainment will include African-American storyteller Diane Ferlotte, Philippine traditional dance group Barangay, a video of Dr. King, a fashion show featuring students and staff in traditional cultural dress, as well as gospel music. Millberry Union gym. 11:30 a.m. to 1:30 p.m.*

• **SFGH panel discussion:** *Nonviolence in Action: Empowering Future Generations to Serve.* Panelists will include Michelle Clark, SFGH Department of Psychiatry; Denise Rodgers, chief of staff and chief, Family & Community Medicine, SFGH; and Howard Pinderhughes, fellow, Institute for Health Policy Studies. Carr Auditorium, SFGH. 11:30 a.m.-1:30 p.m.*

• **"Preventing Firearm Violence."** A Brown Bag Lecture discussion by Michael Rodriguez, associate director, Pacific Center for Violence Prevention; professor of Family & community Medicine at SFGH; and head, SFGH's Violence Prevention Task Force. HSW 300. Noon-1 p.m.*

• **Children's Day at Mount Zion.** Several elementary and middle schools throughout the City have been invited to this celebration of Dr. King's life. Mount Zion Cafeteria. Noon-1 p.m.

Thursday, January 19

• **"Before Martin there was Mary: The Mysteries of Mary Ellen Pleasant."** Artist and educator Susheel Bibbs will unravel much of the mystery surrounding the life of Pleasant, who began her life as a slave, became a civil rights leader, and later a successful San Francisco entrepreneur and an activist for women's rights and equality. Toland Hall. Noon-1 p.m.*

• **Eugene Washington at Mount Zion.** Eugene Washington, chief of Ob/Gyn and Reproductive Sciences at UCSF/Mount Zion, will discuss this year's theme. Herbst Hall. Noon-1 p.m.*

• **Resolving Conflict Without Drawing Blood."** A discussion by Sylvia Haskvitz, communication trainer for the Center for Nonviolent Communication. Rm. 125 Mission Center. Noon-1 p.m.*

Friday, January 20

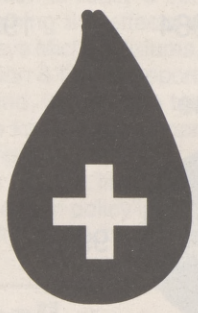
• **MLK Keynote Address.** Joseph E. Marshall Jr., executive director and co-founder of the Omega Boys Club of San Francisco. The Omega Boys Club is a youth organization that emphasizes academic achievement and no drug involvement. Marshall, through the Omega Boys Club Scholarship Fund, has helped send more than 100 young men and women to college. Cole Hall. Noon-1 p.m.*

• **Mount Zion Day.** Entertainment by The Zion Gospels, the Mount Zion Filipino Club and several other groups. Mount Zion Cafeteria. Noon-1 p.m.*

17 Tuesday

KECK CENTER DEDICATION

How Do We See Things? A discussion by Nobel laureate Francis H. C. Crick at the Keck Center for Integrative Neuroscience's dedication. Crick is a DNA research pioneer. Cole Hall. 3:30 p.m. For further information call James Grant, Alumni Relations, 476-4725.



CAMPUS BLOOD DRIVE

Millberry Conference Center. 8 a.m.-6 p.m.*

19 Thursday

ARTS & PERFORMANCES COLE HALL CINEMA: *Eat, Drink, Man, Woman.* Children 14 & under $2; UCSF students & Millberry members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 5:45 & 8:15 p.m. (Movies subject to change.) Call 476-2542.*

*Open to the public.

20 Friday

ARTS & PERFORMANCES COLE HALL CINEMA: *Eat, Drink, Man, Woman.* Children 14 & under $2; UCSF students & Millberry members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 6:30 & 9 p.m. (Movies subject to change.) Call 476-2542.*students, seniors & UCSF employees $3; general $3.50. Cole Hall. 6:30 & 9:30 p.m. (Movies subject to change.) Call 476-2542.*

21 Saturday

INTEGRATING WORK AND SELF WORKSHOP. An all-day workshop sponsored by the Women's Resource Center. Designed for people whose need for fulfillment in their work is not being met. Facilitated by Beverly Brown, the creator of the workshop. $45-$60 sliding scale. Pre-registration required by calling 476-5222. S 20. 10:30 a.m.-5 p.m.*

25 Wednesday

BROWN BAG LECTURE SERIES: *Retrieval of Past Memories*. A look at the controversy about repressed memory and false memory. Psychiatrist Lenore Terr, author of "Too Scared to Cry" and "Unchained Memories: True Stories of Traumatic Memories, Lost and Found." HSW 300. Noon. Call 476-4394.*

27 Friday

PRUSINER, CLEMENTS HONORED AT LASKER LECTURE/RECEPTION

Cole Hall. 3-4:30 p.m. (See Upcoming Events for full details.)

DEVELOPMENT & TRAINING

For further information call 476-4032.

Survival Skills for the Administrative Assistant. Wed., Jan. 18, 25. 8:30 a.m.-noon. $70.

Cost Transfers. Thurs., Jan. 26. 9 a.m.-noon. $40.

Travel Expense Processing. Tues., Jan. 31. 1-4 p.m. $40.

CONTINUING EDUCATION

MEDICINE

For program information call 476-4251. To register call 476-5808 unless otherwise noted.

Recent Advances in Neurology. Ritz-Carlton Hotel, SF. Feb. 15-17, 1995.

Molecular Approaches to Laboratory Diagnosis. Ritz-Carlton Hotel, SF. Feb. 18-21, 1995.

Diabetes Update. Ritz-Carlton, SF. Mar. 16, 1995.

Advances in Endocrinology and Metabolism. Ritz-Carlton, SF. Mar. 17-18, 1995.

Annual Review in Family Medicine: Controversies and Challenges in Primary Care. Hotel Nikko, SF. Mar. 29-31, 1995.

Family Practice Board Review Course. Hotel Nikko, SF. July 10-13, 1995.

DENTISTRY

For further information call 476-1101.

Island Dental Colloquium. Ritz-Carlton Mauna Lani, Kona Bay, Hawaii. Jan. 23-27, 1995.

RAPE PREVENTION

Classes, workshops & support groups sponsored by UCSF Rape Prevention Program. Call 476-5222 for more information.

Personal Safety, Rape & Assault Prevention Presentations. By appointment to campus departments & employees in the workplace.

Support Group for Sexual Assault Survivors. Twelve consecutive weekly sessions, 5:30-7 p.m. on a day to be arranged. $5-$25 sliding scale.*

AIDS/HIV SUPPORT

Anonymous & confidential caring, support & training for people with AIDS, those who have tested HIV positive & others affected by the epidemic. Sponsored by UCSF AIDS Health Project. Call 476-6430 for administrative office. Call client services at 476-3902 to schedule required intake interviews for groups (except drop-in group).*

Individual Risk Assessment & Referrals. By appointment.

Facilitated Ongoing Groups. For persons with HIV/AIDS and for caregivers, including a group for women caregivers.

Facilitated Time-Limited Groups. For HIV- gay and bisexual men, for HIV+ asymptomatic persons and for HIV+ heterosexual African-American men.

Monday Night Drop-In Group for HIV+/PWA. Call 476-3902 for location.

CPR TRAINING

Basic CPR. A 3-4 hour course in basic cardio-pulmonary resuscitation sponsored by the UCSF CPR Center. For information & registration call 476-1817.*

BEAR-LY NEW THRIFT SHOP

The Bear-ly New Thrift Shop is open for shopping and donations. They accept clothing, housewares, jewelry, dry goods and more. No furniture. Part of the proceeds benefits the Hospitals Auxiliary for pediatric and patient amenities. 1752 Fillmore St. between Sutter & Post. Hours: 11 a.m.-4 p.m., Monday-Saturday. Call 921-2789.

CRIME PREVENTION

Presented by UCSF Police Department Crime Prevention Program. Call 476-5683 for information & reservations.

Crime Prevention Presentations. By appointment to campus departments & employees in the workplace.

Tear Gas Class. Department of Justice certified. Pre-registration required.*

THE NEXT DEADLINE

Tues., Jan. 17, 1995 is the deadline for items to be listed in the next calendar, which covers **Jan. 28-Feb.10, 1995** (two weeks). Complete information must be received in our office in writing by 11 a.m. on that Tuesday. Mail your copy to Michele Firpo at Box 0462, send a fax to 476-3541, bring it to UCSF/ Laurel Heights, 3333 California St., Suite 103 or call 476-3257.

REGULAR MEETINGS & ONGOING

MONDAY

JEWISH WOMEN'S DIALOGUE GROUP: Meets every other Monday. Call 476-6423 for dates & locations.*

UCSF STAFF COUNCIL MEETING: Meets second Monday of each month. Noon-2 p.m. Call 476-5756 for more information.

FRIENDS OF LOIS AL-ANON MEETING: Closed meeting: for friends & families of alcoholics only. Conf. Rm. A, 3rd fl., MCB. Noon. Call 626-5633.*

COLORECTAL CANCER SUPPORT GROUP: Meets on the second and fourth Mondays of each month. Reservations must be made at 929-7114. No drop-ins will be allowed. UCSF/Mount Zion Cancer Center, 2356 Sutter. 6:30 p.m.*

UCSF AIDS HEALTH PROJECT MEDITATION & SELF-HYPNOSIS WORKSHOP: Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Rm., Davies Med. Cntr. 7-9 p.m. Call 476-3902.*

TUESDAY

SFGH CIRCLE OF SISTERS: Networking forum for black women working & studying at UCSF/ SFGH. Meets monthly at noon. Call 476-5222 for dates & location.

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Help-line at 759-7923 provided daily, 7 a.m.-10 p.m.*

CAMPUS AMNESTY INTERNATIONAL MEETING: Meets first Tues. of each month. MU 111W. Noon-1 p.m. Call 566-8406.*

PARKINSON'S DISEASE EDUCATION & SUPPORT GROUP: For people with Parkinson's & their caregivers. Third Tues. of the month. Christ Church, Lutheran, 1090 Quintara (at 20th Ave.). 2-4 p.m. Call 476-9276.*

BREAST CANCER SUPPORT GROUP: For women diagnosed or being treated at UCSF/ Mount Zion or UCSF/Parnassus. Meets every Tues. UCSF/Mount Zion Cancer Cntr., 2nd. fl., 2356 Sutter (near Divisadero). 5:30-7 p.m. Pre-registration necessary. Call 885-3693 or 388-3742.*

NURSES' PAIN ASSOCIATION MEETING. Meets the second Tuesday of the month. S 22. 5:30-7:30 p.m.*

BRAIN TUMOR SUPPORT GROUP: First Tues. of the month. S 758. 7:30-9 p.m. Call 284-0208.*

WEDNESDAY

GAY, LESBIAN, BISEXUAL ASSOCIATION AT UCSF MEETING: Meets second Wednesday of each month. Members of the Chancellor's Committee on Gay, Lesbian & Bisexual Issues will be present. Call 282-9650 for more information.

"AT THE HEART OF IT" CARDIAC SUPPORT GROUP: For heart patients to share experiences, successes, concerns & anxieties. An ongoing six-week series. Call Kathleen Congdon at 885-7227.*

SUPPORT GROUP FOR FAMILY/FRIENDS OF THOSE WITH MENTAL ILLNESS: Open to anyone interested in learning more about psychiatric disorders & their treatments. Call Laura Deering-Mayclin at 476-7394 for more information.*

For information on 12-step and support groups (other than AA Association of San Francisco at 921-4044.*

ITS COMPUTER CLASSES

Information Technology Services sponsors the following classes. Call 476-2012 for descriptions and registration forms.

- Thurs., Jan. 19: *Basic Macintosh Skills.* $110. 8:30 a.m.-12:30 p.m.
- Mon., Jan 23: *Introduction to WordPerfect 6.0 for Windows* (PC). $170. 9 a.m.-4 p.m.
- Thurs., Jan. 26: *Beginning Excel* (Mac). $195. 9 a.m.-4 p.m.
- Fri., Jan. 27: *Beginning Word 6.0 for Mac.* $195. 9 a.m.-4 p.m.
- Tues., Jan. 31: *Introduction to Word for Windows 6.0* (PC). $170. 9 a.m.-4 p.m.
- Wed., Feb. 1: *UNIX Electronic Mail.* $110. 8:30 a.m.-12:30 p.m.
- Fri., Feb. 17: *Introduction to Microsoft Windows 3.1.* (PC). $110. 1-5 p.m.

& ONGOING SUPPORT GROUPS

LATIN AMERICAN CAMPUS ASSOCIATION MEETING: Meets second Wednesday of each month. HSW 508. Noon. Call Al Lopez at 476-1334.

LATIN WOMEN COALITION: For Latina faculty, staff & students. Noon-1 p.m. Call Betty Jerez at 476-7117 for meeting places & dates.*

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. Observers welcome. C 417. Noon-1 p.m. Call 626-5633.*

S[illegible]P-FAMILY SUPPORT GROUP: For parents & step-parents. Call Sandra Norberg at 476-6389 for dates and location.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. Conf. Rm. A, 3rd fl., MCB. 12:05 p.m. Call 621-1326 for more information.*

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Help-line also provided daily, 7 a.m.-10 p.m. at 759-7923.*

DIRECTIONS: For women newly diagnosed with breast cancer. Meets every Wed. UCSF/Mount Zion Cancer Cntr., 2nd. fl., 2356 Sutter (near Divisadero). 5-6:30 p.m. Pre-registration necessary. Call 885-3693 or 885-7498.*

SUPPORT GROUP FOR RAPE SURVIVORS: Sponsored by Women's Resource Cntr. Meets every Wednesday. $180 for ten sessions. Intake interview required. 6-8 p.m. Call 476-5222 for location & to pre-register.*

EATING DISORDERS SUPPORT GROUP: Open to anyone dealing with an eating disorder in themselves or others. Meets every Wednesday. M 688. 7-8:30 p.m. Call 332-3425.*

CO-DEPENDENTS ANONYMOUS MEETING: A twelve-step program for people who have dysfunctional long-term relationships. Meets every Wednesday. LP 01 (LPPI basement). 8-9:30 p.m. Call 432-3529.*

THURSDAY

LESBIAN LUNCH GROUP: Monthly on Thursdays. Call 476-5222 for meeting dates & locations.*

HEAD & NECK CANCER SURGERY SUPPORT GROUPS: Separate groups for patients and patients' families meet simultaneously and weekly on Thursdays. UCSF/Mount Zion Cancer Cntr., 2356 Sutter, 2nd fl. 1-2 p.m. Call 885-7623.*

SUPPORT GROUP FOR WOMEN LIVING WITH LIFE-ALTERING ILLNESS: Alternate Thursdays. 6-8 p.m. Call 775-2854 to preregister & for locations.*

FRIDAY

CIRCLE OF SISTERS: Networking forum for black women working & studying at UCSF. Most Fridays. Noon-1 p.m. L 535. Call 476-5836.

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. C 417. 12:10-1 p.m. Call 621-1326 for more information.*

LAKESIDE SENIOR MEDICAL CENTER CAREGIVER SUPPORT GROUP: Meets on the first Friday of each month. $10 per meeting. 2501 Ocean Ave. at Junipero Serra. 2-4 p.m. Call Edith Kaplan at 986-2305.*

groups (other than AA and Al-Anon), call the Mental Health 44.*

BREAST CANCER SCREENING SCHEDULE

Women can have low-cost mammograms — X-rays to screen for breast cancer — from a mobile van that travels to convenient locations in the Bay Area.

Women need the approval of their physician to have the mammogram, in addition to their doctor's full name, address (including room number & zip) and phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes and costs $65. To make an appointment call 476-2193 between 9 a.m. & 3 p.m.*

Because the service has become so popular and appointments are filled by the time this calendar is published, we list only dates when the van will be at UCSF locations and when appointments are still available:

- Mon., Jan. 30-Wed., Feb. 1: UCSF/Laurel Heights, 3333 California.
- Thurs., Feb. 2: UCSF/Daly City, 333 Gellert Blvd.
- Fri., Feb. 3: UCSF/Parnassus at Medical Center Way.

Upcoming Events

Lectures, reception honor Lasker Award winners

Dean Haile T. Debas invites the campus to two special lectures and a reception to honor Stanley Prusiner and John Clements, the 1994 Albert Lasker Medical Research Award recipients.

The lectures will be held on Friday, January 27, from 3 to 4:30 p.m. in Cole Hall. The reception will follow in the Millberry Conference Center.

Prusiner, professor of neurology and biochemistry, will speak on "Prion Odyssey: From Laughing Cannibals to Mad Cows." Clements, professor in pediatrics and senior staff member of the Cardiovascular Research Institute, will speak on "Pulmonary Surfactant: From Theory to Therapy." A video of the lectures will be telecast to UCSF/Mount Zion in Herbst Hall; SFGH, Bldg. 30, Rm. 208; and the VAMC, Bldg. 203, Rm. 1A87.

New lecture series to focus on Latino issues

Prominent Latino scholars will be visiting UCSF for a new lecture series to focus on Latino issues, ethnic studies and health.

The first three lectures will be held from noon to 1:30 p.m. in Rm. N 721.

On Tuesday, January 31, Norma Alarcon will discuss "The Construction of Ethnicity." Alarcon, an associate professor of ethnic and women's studies at UC Berkeley, has published essays and books, including *The Sexuality of Latinas* and *Writing Self, Writing Nation.*

On Tuesday, February 14, Alex Saragoza, professor in ethnic /Chicano studies at UC Berkeley will talk about either "The Myths of Latino Culture and Identity" or "Will the Real Latino Please Stand Up?" Saragoza has just completed a book on the radio and television industry in Mexico.

And on Tuesday, March 7, Jose Cuellar, professor and chair of ethnic studies at San Francisco State University, will discuss "Acculturation and Alcoholism in Latino Communities."

The lecture series is sponsored by the Hispanic Nurses Association at UCSF and the School of Nursing's Faculty-Mentor Group. For more information, call Debbie Marquez at 826-5671 or Barbara Mow at 476-1805.

7th National AIDS Update Conference

"Health Care Reform: HIV Today and Tomorrow," is the theme of the 7th National AIDS Update Conference slated for January 31 through February 3 at the San Francisco Moscone Convention Center.

The theme reflects the changing nature of HIV and AIDS-related care as well as the changes the epidemic has brought about in health care in general and particularly in relationship to health care reform.

The conference includes workshops about prevention and education, policy and administration, care and services, treatment and cultural issues. Participants can register at the conference. For more information, call 255-1295.

Chancellor hosts town hall meeting at VAMC

Chancellor Joseph Martin, vice chancellors and administrators will meet with employees to answer questions about UCSF in an informal town hall gathering at the VAMC Auditorium on Tuesday, February 21, at noon.

Black Heritage Month begins with dinner

Black Heritage Month begins Saturday, February 4, with a dinner dance hosted by the Black Caucus at UCSF.

The dinner will be held at 6:30 p.m. at the San Francisco Airport Marriott Hotel in Burlingame. Tickets are $40 per person and will be sold on a first-come, first-served basis. For tickets and more information, call Lucille Hammons at 885-7576 or Claudette Johnson at 476-4270.

The film, "Color Adjustment," which examines race relations in America through the lens of primetime TV, will be shown twice on Tuesday, February 7, at noon and 5:30 p.m. in Toland Hall. The flim showing is sponsored by the Women's Resource Center.

On Wednesday, February 15, Public Service Programs presents the Brown Bag Lecture, "Discrimination in Medicine: Why We Can't Tolerate it Any Longer." The noon lecture will be held in HSW 300.

In another noon lecture, entitled "Black, Female and Proud: A Survivor," learn how racist and sexist myths about African-American women continue to be fostered in the US. Sponsored by the Rape Prevention Education Program, this lecture will be held in Toland Hall on Thursday, February 16.

The Women's Resource Center sponsors "Skin Deep: Women on Color, Culture and Identity," a lecture in Toland Hall on Thursday, February 23, from noon to 1:30 p.m.

All these events are co-sponsored by the UCSF Black Caucus.

Black Nurses workshop, symposium

UCSF School of Nursing hosts the Ninth Annual Black Nurses Symposium and Workshop on Nursing Education.

The symposium, entitled "Disparity in Health Outcomes for African Americans: Closing the Gap Through Research and Primary Care," will be held Friday, February 24, from 8 a.m. to 4 p.m. in the Calvin Simmons Auditorium at the Henry J. Kaiser Convention Center, at Broadway and 10th Street in Oakland.

Topics to be discussed includes "Health Care Reform or the Status Quo for African Americans?" and "Closing the Gap through Primary Care." Cost to attend the symposium is $65. Students with current identification and UCSF faculty are asked to pay $35.

The free workshop will be held the previous day on Thursday, February 23, from 1 to 5 p.m. in Cole Hall. Nanny Green, assistant professor in the Department of Family Health Care Nursing, will introduce the program to include workshops about "Career Mobility: Everything You Always Wanted to Know But Could Never Ask" and "Strategies for Negotiating the System."

The workshop is designed especially for persons who are currently students in a nursing program. For more information on either event, call Joann Ray at 476-4897.

Mission Health Fair offers free screenings
Free medical screenings and information will be available at a health fair on Saturday, February 25, 9 a.m. to 3 p.m. at the Mission Neighborhood Health Center.

Sponsored by the Mission Neighborhood Health Center, located at 240 Shotwell St., and the Chicanos/Latinos in Health Education at UCSF, the fair will include free physical exams, HIV testing, cholesterol screening and mammograms. For more information, call 552-3870.

Women's Health 2000 conference on March 4

To draw attention to the medical concerns of women and to provide women with the vital research information and knowledge specific to their health, the Obstetrics and Gynecology Research and Education Foundation is presenting the second annual Women's Health 2000 on Saturday, March 4. The day-long forum, co-sponsored by the Women's Resource Center, will be held from 8 a.m. to 5 p.m. at the Laurel Heights Conference Center.

Faculty members from UCSF and other experts will discuss key health issues and a comprehensive approach to maximizing good health and wellness. A wide array of panels and presentations offered throughout the day will provide opportunities to hear from health care providers and to ask questions.

Some of the topics for discussion by UCSF speakers include Karen Smith-McCune, assistant professor of ob/gyn, who will talk about abnormal pap smears; Diane Budd, assistant clinical professor and primary care physician for Women's Health Access, who will speak about weight management and Laura Esserman, assistant professor of surgery, who will talk about breast cancer.

Child care will be provided for children aged 2 through 11 if participants register by Thursday, February 23. All participants must register by Wednesday, March 1. Cost to attend the forum is $35. To get a registration form or more information, call Women's Health 2000 at 591-9004.

Gladstone presents lecture

The J. David Gladstone Institutes present Nobel laureates in medicine Michael S. Brown and Joseph L. Goldstein, both from the University of Texas, Southwestern Medical Center at Dallas, who will give the 1995 Gladstone Distinguished Lecture in Cellular and Molecular Biology on Tuesday, March 7, at 11:30 a.m. The event will take place in the Carr Auditorium at SFGH.

Women's History Month events set for March

The theme for the 1995 Women's History Month is "Women Overcoming: Then, Now and Beyond," according to Denise Harvey of the Women's Resource Center and chair of the committee planning events this year.

This month kicks off Wednesday, March 1, with a noon Brown Bag lecture, "Totally Fearless — The Life of Dolores Huerta: An intimate Account From One of California's Strongest Labor Organizers." Sponsored by UCSF Public Service Programs, Huerta, co-founder and vice president of United Farm Workers, will speak in HSW 300.

On Wednesday, March 8, from noon to 2 p.m., women poets will read poetry in Toland Hall.

On Thursday, March 16, Janis Luft, a woman's health care nurse practitioner, will present a lecture entitled, "Women's Health Issues for the Prime Time." This lecture, slated for noon to 1 p.m. at MCB, Rm. 125, will tell women what they need to know about sexuality, heart disease, breast cancer and menopause.

Nicolette Toussaint, chair of the Task Force on Violence Against Women, will present "Why Doesn't She Leave," a lecture that will explain how social attitudes perpetuate the epidemic of domestic violence and how health care professionals can make an impact on women affected by it. The lecture will be at noon at UCSF/Mount Zion.

From Monday, March 27 through Friday, March 31, "The Clothesline Project," an interactive display created to commemorate the thousands of women who have been survivors or victims of rape or domestic violence, will be on display at various locations at UCSF sites.

For more information on these and other events slated for Women's History Month, call Harvey at 476-5836.

Stroke prevention program

The UCSF Stroke Service and UCSF/Mount Zion Center on Aging invites the public to attend a free program on stroke and stroke prevention on Saturday, March 18, from 8:30 a.m. to 12:30 p.m. in the Medical Sciences Bldg., Rm. N 225. Topics for discussion include causes and risk factors of stroke and how to prevent it with nutrition. Seating is limited. Call 750-4109 by Friday, March 10, for reservations.

Sisco-Smith and Ewart give thumbs up for mentorship program

At a time when following a successful career path is more critical than ever, the Academic Business Officers Group (ABOG) is again offering its mentorship program to those interested in plotting their professional destiny.

Applications for the next mentorship program are due Tuesday, January 31. Mentors and mentorees will begin meeting in July.

The ABOG Mentorship Program provides a chance to establish a working relationship so that mentorees get support and encouragement while mentors broaden their contacts with staff and managers. Both gain a better understanding of UCSF.

That's been the case with Nancy Ewart, an administrative assistant in pediatrics, and Alma Sisco-Smith, manager and coordinator of sexual harassment prevention, who began meeting informally over a year ago. "It's been very illuminating," says Ewart, a UCSF employee for 10 years. "It's given me a wider perspective of UC and has given me access to higher-level people who in the past I would have been too intimidated to approach."

Sisco-Smith believes mentorship programs are critical, especially in complex organizations such as UCSF. "It's really important for people in the early stages of their careers and for those who believe they're falling between the cracks in a big institutional stone."

Lisa Cisneros

Alma Sisco-Smith, left, and Nancy Ewart

And although Ewart's career goals are in flux, she does appreciate being able to discuss her professional as well as personal life with Sisco-Smith. "I've done a lot of soul-searching this year and she has really helped me figure out my priorities."

All UCSF career employees who are Administrative Assistants III through Management Service Officers II or equivalent and who are supervisors, entry-level managers, or professional staff members are eligible to participate as mentorees.

University managers in the Executive and MAP programs, and A&PS level 5 and above are invited to serve as mentors. Mentors serve as loyal advisors, coaches or teachers who guide and challenge, who share their experiences.

"We look for people who are pretty motivated and who have a pretty good idea of what they want to accomplish," explains Marge O'Halloran, program coordinator. For more information about the program, call O'Halloran at 476-1998.

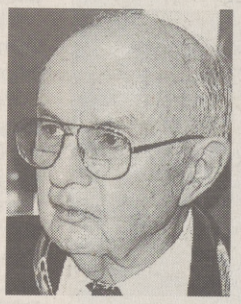
Money Matters

Confusion over US economy is common

"If you're confused about the economy you shouldn't be ashamed of it," said world-renowned economist Walter E. Hoadley speaking at a recent Brown Bag lecture.

Hoadley, 77, who has served as senior vice president and chief economist for Bank of America, told the audience he too has trouble separating fact from fiction when it comes to diagnosing the nation's economic health. That's why he looks to the side of the road for stalled cars to predict future auto sales.

Experts say it's difficult to get a real picture of the nation's economy when statistics are often misleading and may not reflect the globalization of many industries. Despite the mixed signals, however, Hoadley said the US economy is recovering from the recession.



Hoadley

"This is a very strong economy although most people wouldn't agree with that because they're afraid it will fall apart," Hoadley said. "But technically, we are back on the average and above it."

Since the standard of living in the US remains stagnant while it rises in many other countries, few working citizens recognize the economic gains. Economic indicators don't measure what most people really care about — the quality of life — including clean air and water, safe neighborhoods, good schools, etc., he said.

Still others are concerned about income inequality. "The gap between the rich and poor is a very serious problem because most poor people are not in a position to get a better job," Hoadley said. Of the 515,000 Americans laid off last year, less than 5 percent have gone back to school to learn new skills, he said. People should expect to have at least three jobs during their lifetime and it's prudent to upgrade skills while employed.

Cutthroat competition in the health care industry will warrant major "economic housekeeping" because of intense pressures to manage costs, Hoadley said.

"We are in a period of fundamental correction," he said. "We have to shape up to compete on a global basis or we will not be able to survive. The more you stall the correction, the bigger the problem of adjustment."

As for his personal financial investment advice, Hoadley said simply, "Try to do something with your money that's going to make things better in America, not just make a fast buck."

Fun Zone

Outdoors Unlimited orientation evening

Become involved in learning new skills, meeting new people and enjoying the great outdoors through cooperative adventuring. An orientation at 7:30 p.m on Tuesday, January 24, at the Outdoors Unlimited Center will provide an in-depth look at Outdoors Unlimited's resources and services.

EMPACT! needs newlyweds

Wanted: UCSF employee or student couples (married — straight or gay) to participate in the Newlywed Game for Valentine's festivities.

Bay Area comedian Scott Capurro will host the game on Tuesday, February 14, at noon in Cole Hall.

Contestants have a chance of winning a romantic Valentine's night on the town. Prizes will be awarded to all participants.

Allen J. Balderson

StairMaster mania

A combination of the wet, windy weather and New Year's resolutions to get fit jammed members into the Millberry Fitness Center.

Couples interested in participating should both be affiliated with UCSF. Couples do not have to be "newlyweds" but should have lived together for at least one year. For more information and to get an entry form, call EMPACT! at 476-2675.

Crime Corner

Beware: Sexual assault in Golden Gate Park

UCSF Police alert employees working on the Parnassus campus to be aware of areas around Golden Gate Park after a woman was sexually assaulted by two males there on December 18 at about 6 p.m.

An increase in the loitering, panhandling and transient population around the park could create more opportunities for criminal activities.

In the recent attack, the victim was walking alone in the park and had just exited a tunnel under Kezar Drive by Alvord Lake near Stanyan and Haight streets. She was grabbed by two men and pulled into the bushes. One of the suspects held her down while the second man attacked her.

The attacker is described as a "clean cut" white male in his 20s who stands about 5 feet 8 inches and weighs about 160 pounds. He has dirty blonde hair and was wearing a waist length beige down-filled jacket. There was insufficient description of the second suspect. Both suspects ran away after the attack.

Computer theft alert

UCSF Police have received increased reports of stolen computers, including laptops.

A male was arrested for burglary December 19 on Parnassus. He faces charges of possessing a weapon, stolen computer equipment from the Health Sciences building and drugs. A police officer was suspicious of his illegally parked car which contained a samarai sword and assorted computer equipment in plain view.

Police officers suggest the following safety tips to protect computer equipment on campus:

♦ Engrave each piece of equipment with the UCSF inventory number and department's name. The marking should be in a visible area on the computer and in a secondary location that is within the equipment.

♦ Keep records of the factory serial numbers in separate locations and have information available if equipment is missing.

♦ Affix computer equipment to something permanent, like a desk or table. There are various security hardware-type devices to lock down computers. Currently, there are special cables with sonic or fiber optic protection which will emit a loud sound if the cable is cut.

♦ Always lock the office when you are away from the area, even if it is just for a few minutes.

♦ Be alert for strangers in your work area. Report all suspicious activities or thefts to the UCSF Police immediately. In an emergency call, 476-6911, and in non-emergencies, call 476-1414.

The UCSF Police Department is available to conduct security surveys of your work areas and crime prevention/personal safety presentations. The Crime Prevention Section can be reached at 476-5683 or 476-8901.

Breast cancer research funds available

California researchers have an additional $20 million in research funds available for the fight against breast cancer under a new state program administered by UC.

Researchers must apply now for the grants that will be awarded in the spring by the UC Breast Cancer Research Program. The program will fund research into the causes, development, prevention and earlier detection of breast cancer. Research proposals from individuals, nonprofit entities and for-profit corporations will be considered for funding.

Increasing concern about breast cancer prompted the state to establish the program to fund research. The National Cancer Institute projects that during their lifetime one in eight women will develop the disease. In California last year, 20,000 women learned they had breast cancer and 5,000 died, according to estimates by the American Cancer Society.

California's $20 million appropriation for the new program is part of the revenue from an increase in the cigarette tax. Funding for the first research grants is based on estimated revenues for the first 18 months of the tax. Thereafter, annual funding for the grants will be about $14 million.

"We are looking for innovative and significant breast cancer research and will not be funding research which duplicates work already being done," says Charles L. Gruder, executive director of UC Special Research Programs.

A bill authored by Assemblywoman Barbara Friedman, passed by the state legislature and signed by Governor Wilson last fall, increased the sales tax on cigarettes by two cents a pack on January 1. The tax is expected to generate about $38 million annually for the state breast cancer fund. State law designates that 45 percent of the revenue will go to the UC program. The state Department of Health Services will receive the rest of the income to fund detection services for uninsured and underinsured women, and the collection of breast cancer-related data.

Under the law, UC established a 16-member Breast Cancer Research Council to advise the University consisting of representatives from breast-cancer related fields and organizations.

For more information, contact the UC Breast Cancer Research Program at (510) 987-9884; by fax at (510) 835-4740 or by mail at 300 Lakeside Drive, 12th floor, Oakland, CA 94612-3550 or by Internet email address BCRP@ucop.edu

Chancellor accepts nominations for public service award

Chancellor Joseph B. Martin is requesting nominations from the campus community for the 1995 Chancellor's Award for Public Service.

Nominations must be returned to the Chancellor's Award for Public Service Committee, c/o Public Affairs, Box 0462, by 5 p.m. on Wednesday, February 15.

The purpose of the award is to recognize and reward those faculty, students and staff of UCSF who have performed extraordinary community service. UCSF's mission is teaching, research, patient care and public service. This annual award recognizes three members of the campus community for outstanding public service in an off-campus community setting. Candidates must demonstrate outstanding public service beyond the scope of their normal job duties or student requirements.

Of these awards, two may be designated as the "Thomas N. Burbridge" or the "Edison Uno" Public Service Awards. Candidates for the Burbridge award should demonstrate particular contributions to equal education and employment opportunity, social justice, and reflect the impact made by Burbridge on minorities and disadvantaged communities as an international humanitarian.

Candidates for the Uno award should reflect Uno's personal involvement with established social, political, and civic groups that bring about social change. Candidates should have been involved in a minimum of two unrelated public service activities.

The awards are for $1,000 each, with an additional $100 given by the UCSF Black Caucus for the Burbridge award. The awards will be presented at a luncheon honoring the recipients as part of Founders Day festivities on Wednesday, April 19.

Medsounds Continued

UC Care: More like HMO health plan now

UCSF's employee health plan, UC Care, is a more managed care health plan now that major changes have taken effect this year.

And although information explaining what's new as of 1995 has been mailed out to members, the significant changes warrant further notice so members can receive their fullest benefits, says Ruth Boerger, senior contracts administrator for UCSF Medical Group.

Beginning in 1995, UC Care is part of the PruCare Plus Point-of-Service (POS) plan. PruCare of California manages all aspects of the plan including benefit coverage, prior authorization and claims payment.

The plan now requires members to choose a Primary Care Physician (PCP) for Tier 1 (the primary tier through which employees and their family members will receive benefits and get care) within the PCP's Medical Group for all services. Members must also be hospitalized in the hospital associated with the PCP's Medical Group.

All physicians and nurse practitioners in the UCSF Medical Group are providers for the plan.

Members may choose PCPs from various medical groups for dependents. For example, a member may choose his/her PCP from the UCSF Medical Group, but may choose a pediatrician from the San Francisco Medical Group.

Women members may choose two PCPs, an internist, family practice physician or nurse practitioner for regular PCP visits; and a obstetrician/gynecologist or nurse practitioner for ob/gyn services. However, if a woman chooses only an obstetrician/gynecologist as her PCP, she will be assigned a regular PCP by PruCare. A woman's PCP and obstetrician/gynecologist must be from the same medical group, according to the plan.

Employees who were formerly with UC Care and did not designate a new health plan during open enrollment in November will by default continue this plan. PruCare officials say they will call these employees asking them to choose a PCP; however, employees are asked to choose a PCP as soon as possible. If PruCare doesn't receive the name of a PCP from employees by March, the plan will assign a PCP to the employee and will notify him or her of the assignment.

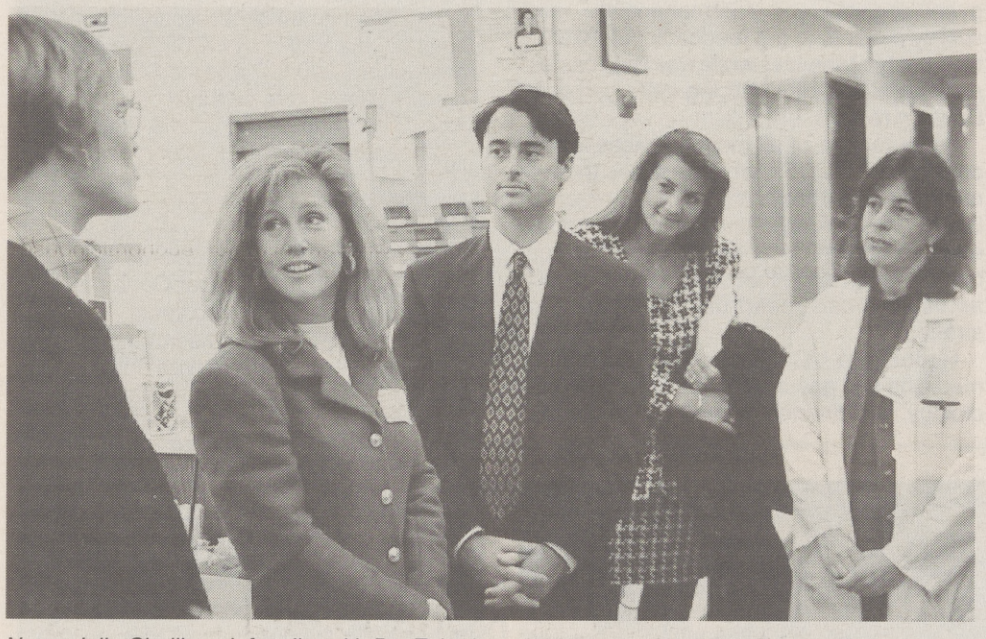
PruCare will assign PCPs at random, not necessarily PCPs from UCSF. Employees may change PCPs and thereby change Medical Groups, but usually no more than two times a year.

PCPs must call PruCare to get authorization for referrals to specialists. And specialists must call PruCare to get authorization for extensions of care beyond the initially approved number of visits and for referrals to other specialists.

If the member sees a specialist without a referral, the member will automatically be under the PruNetwork PPO plan, and the deductible will apply along with a 20 percent co-insurance payment. However, if the next visit to a specialist is authorized, the PruCare Plus plan will then apply to that visit.

A member will still have the option to use the PPO plan, PruNetwork; however, a single member now has a $250 deductible, compared to $150 last year, and 20 percent co-insurance compared to 10 percent last year.

For more information on the plan, call UC Care at the new number, (800) 313-3803. For assistance in choosing a PCP, call the UCSF Physician Referral Service at 885-7777.



Nurse Julia Challinor, left, talks with BayEcho board members, left to right, Lauren Barnes, Chris Robbins and Krista Jacobsen while Katherine Matthay, chair of pediatric oncology, listens.

BayEcho parties benefit sober cause

The social club that donates its party profits to a sober cause — financing research and education for children with cancer — has given UCSF's Pediatric Oncology Department another $20,000.

BayEcho's latest contribution, made through the National Childhood Cancer Foundation, brings the total awarded to pediatric oncology over the past two years to $52,000.

Raising funds by hosting several parties a year and getting donations from private and corporate sponsors, the group of local professionals helped to start an educational program that helps pediatric patients do better in school.

Visiting about 50 schools a year since March 1993, nurse Julia Challinor began the program to help ease a cancer patient's transition back to school by teaching classmates all about the disease. Challinor, who has a master's degree in education, also works with school officials to get those patients at risk of having problems in school because of being absent or having learning disabilities the special education services they need. Challinor plans to develop a teaching model about cancer which she hopes to market in the future.

The money also will help fund research, which currently is looking into the impact cancer and treatment has on learning and how to improve the outcomes with specific intervention into the lives of oncology patients, according to Katherine Matthay, chief of pedicatric oncology.

Lauren Barnes, who co-founded BayEcho with Chris Robbins in 1990, says the school program has made a significant difference in the lives of young children. "We didn't want to just put a brick in a building," she says. "We wanted to see tangible results. I think our return is huge."

UCSF health care professionals in pediatric oncology see about 100 new patients with cancer for consultation or care and another 700 children for follow-up services a year.

Women *(from page 8)*

research studies involving women. "Until now, the majority of studies on key diseases has focused on male subjects, and it generally has been accepted that what is true for men also applies to women," she says. "Finally this is beginning to change, and more women now are being recruited into research studies because the complex hormonal system and other differences in women do set them apart as a group."

Women faculty associated with WHA include mental health experts to specialists nationally recognized for establishing HIV treatment programs specific to women.

Now available at the ACC and the UCSF Faculty Practice in Daly City, WHA will soon sponsor evening programs on topics of interest including nutrition, eating disorders, menopause and hormone replacement therapy.

See page 5 for upcoming events about women's health.

For more information on any of the practices, call 885-8135 for BaySpring, 750-2174 for the women's health center at the VA and 476-9293 for the WHA at ACC or 991-2229 in Daly City.

Pediatric patients get VCRs

When Pauline Bricca, 5, was treated for leukemia at UCSF, she and her parents, Tom and Monique Bricca (first and second from left), realized the need for VCRs in pediatric hospital rooms. A family friend, Loreen De Graves, right, worked with Jeffrey S. Frick, account executive with Mitsubishi Electronics, center, to get a special deal to buy 44 VCRs for pediatric patients at the Medical Center.

Sterile processing staff gets certified

Some of the Medical Center's new Sterile Processing Department's staff received national certification for their skills recently after successfully completing a six-month training program taught in-house on Parnassus and at Mount Zion and passing the National Institute for Certification of Healthcare Sterile Processing and Distribution exam.

Main duties for the sterile processing staff of 45, which includes employees at Parnassus and Mount Zion, are to clean, assemble, package and sterilize surgical instruments and equipment for Medical Center patients.

Twelve of the 14 staff members who took the test in October received certificates. The department offers the classes as part of its ongoing departmental educational effort and to prepare the staff to take the certification exam. Some staff members have taken the test on their own in the past.

"We wanted to make sure everyone has the same level of knowledge," says Earl McCowen, an assistant manager who taught the classes and became certified after passing the test.

McCowen and Manager Hank Guinn are pleased with the test results, especially since competency requirements in the sterile processing field are increasing nationwide, thereby raising the grading curve for certification.

Along with the ongoing education in the Nursing Department, the SPD will continue to offer the classes to upgrade technician knowledge and to keep abreast of changing technology.

Although becoming certified is not necessary for work as a Technician I, it is important if a Technician I intends to be promoted to Technician II or Technican III, McCowen says.

Over the past year, the department on Parnassus has been restructured, combining staff that served the operating room with staff from the nursing units. The combined crew will work in one location currently being remodeled on the basement floor of the Medical Center.

Technicians who became certified were Helena Bailey, Luciana Darden, Kayoko Donovan, Ivan Garcia, Helena Glodeck, Moon Jung, David Laws, Sun Park and Wayne Wood, plus manager Hank Guinn.

Laughlin wins Kuhn scholarship

Rhea Laughlin, 21, a senior at UC Santa Cruz, is the first recipient of the $1,000 Jacqueline W. Kuhn Scholarship.

The Medical Center established the college scholarship this year to honor the former finance director who announced her retirement last November. The purpose of the scholarship is to recognize a dependent of a Medical Center employee who has demonstrated excellence in academic accomplishments as well as service to the community.

The daughter of clinical social worker Judith Laughlin, Rhea is majoring in women's studies. When she graduates in June, she hopes to work on behalf of women. Recently, she put her political energy toward trying to defeat Proposition 187, the controversial ballot initiative approved by California voters, which seeks to deny social services to illegal immigrants. The fate of the initiative is now being decided in the courts.

Rhea's other interests include "looking at the connection between increased college tuition and prison occupancy," she says, adding that public tax dollars should be invested in schools instead of building prisons. "I'm trying to fight for education not incarceration."

Porphyria *(from page 8)*

While patients suffering from the most severe form of the disease are treated with intravenous infusions of whole red blood cells, the key to York's cure was much less complicated. "He was simply taken off several medications which were making his condition worse," Smith says.

A hereditary disease transmitted as a dominant characteristic, porphyria cases are most often present in a latent form. But it can manifest itself in a person genetically predisposed to get it by losing a lot of blood or by taking therapeutic doses of commonly used drugs such as barbiturates or hormones.

In York's case the tranquilizers and estrogen he was prescribed to treat symptoms that mimicked other diseases triggered his debilitating attacks. "I couldn't breathe," York recalls. "I was wheezing all the time and after dozens of tests were conducted, I was advised to get bed rest."

If not brought into remission, porphyrias can progress past the intermittent attacks to paralysis and finally death from respiratory paralysis. "I felt numbness in my arms and legs," York says. "For a while, I couldn't move my legs at all. Doctors talked about putting me in a nursing home on permanent disability."

After weeks of recovery at UCSF, York was released and sent to Davies for rehabilitation. Today he feels "better, but not normal enough" to return to work full-time as a support salesman for Pacific Bell.

York doesn't recall hearing family members complain about similar symptoms; nevertheless, Smith has sent letters urging them to be tested for the disease.

York wonders whether the gene for the disease is present on his father's side of the family. If that were true, it could explain what he believes were the premature deaths of his father and his brother, both of whom died of heart failure.

While Smith acknowledges that some manifestations of the rare congential erythropoietic porphyria correspond to descriptions of vampires — such as their skin sensitivity to light and need for new blood — he stresses that the medical community dispels the link between the legend and the specific disease.

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UCSF Medsounds

Page 1 . . . UCSF defends affirmative action policies

Page 1 . . . Employees voice concerns at first town hall meetings

Page 3 . . . UCSF team tackles industrial hazards in India

Medsounds is a section of *Newsbreak* for and about employees of the Medical Center, including Moffitt-Long, the ACC, UCSF/Mount Zion and Medical Center employees at Mission Center and Laurel Heights.

Women caring for women: UCSF opens Women's Health Access

By CORINNA KAARLELA and LISA CISNEROS

Not content to let the male-dominated health care industry ignore their special needs, women are demanding more from their doctors.

And their voices, calling for female physicians, more research to prevent diseases that affect them and comprehensive practices that cater to their diverse needs, are being heard.

In California, two new laws this year give women greater freedom and flexibility in health care. (See page 1 for new state laws.) Now patients can choose an obstetrician/gynecologist as their primary care provider and health care workers — most of whom are women — have the ability to sue protesters who block access to clinics where abortions are performed.

At UCSF, where record numbers of women are enrolled in its four professional schools (see Inside UCSF, page 3), a new patient care service has formed to serve women. Called UCSF Women's Health Access (WHA), the practice emphasizes patient education, disease prevention and the role of women as active partners in their own health care options.

"Over the past decade women have begun to take a much stronger stand regarding their own health," says Nancy Milliken, co-director of the new women's service with Rita F. Redberg. "They are seeking more information about how their bodies are affected by good health and by disease, and an increasing number are asking for doctors sensitive to women's issues to treat their medical problems."

Milliken, an assistant professor of ob/gyn and reproductive sciences, and others don't have to look too far for an example of a cooperative practice where women care for women. BaySpring Women's Medical Group, born in 1985 from Health Works for Women at Mount Zion, has carved out a niche in San Francisco serving some 20,000 patients a year. Its director, Laurel Dawson, an internist, explains quite simply why the private practice has grown steadily: "Given the choice, most women prefer to see a woman physician." Reasons for this preference vary, she says, adding that patients perceive that women communicate more effectively, have a greater degree of understanding and empathy and typically spend more time with them.

Lisa Cisneros

Due with her first child in July, UCSF graduate and pediatrician Debra Yeh, right, talks with her obstetrician/gynecologist, Marilyn Milkman at BaySpring Women's Medical Group.

At the VA Medical Center, which established the Women Veterans Comprehensive Health Center in 1993 after receiving a federal grant to offer primary care, women demand women physicians for another reason. "A lot of women veterans are coming in reporting sexual harassment or sexual trauma while in the military," says Patsy Wilson, outreach coordinator.

BaySpring's team of internists, ob/gynecologists and dermatologists also survey patients to get feedback. Measuring the quality of services while watching costs is an integral part of practicing managed care, Dawson reports.

A key feature of all these services is their connection to UCSF, which enables them to move important findings from UCSF research labs to the clinical setting where this knowledge can benefit women seeking treatment on any health issue that affects them — such as osteoporosis, heart disease, cancer, or stroke.

Redberg, a UCSF assistant professor of medicine and anesthesia specializing in cardiology, has directed several cardiovascular

(See **WOMEN** *on page 7)*

Appellate Court backs UCSF's Cancer Center

By EMILY PEARCE

The State Court of Appeals in San Francisco has upheld a Superior Court ruling in favor of UCSF/Mount Zion's plan to build a research building and an outpatient cancer facility.

Those two buildings would create the core components of what could become the only National Cancer Institute – designated Cancer Center in Northern California. There are several such centers in Southern California but none for Northern California's 12 million people.

The Western Addition Concerned Citizens group asked the State Court of Appeals to overturn Superior Court Judge Stuart R. Pollak's ruling that declared UCSF/Mount Zion's Subsequent Environmental Impact Report (SEIR) valid. The SEIR supplements the original EIR approved in 1990.

In its January 3 unanimous 31-page ruling, the Court stated "we find no improper omission of necessary information from the SEIR," by UCSF. "We believe the 1990 EIR and the SEIR provide an accurate portrayal of the Mount Zion project and revisions," the Court said.

Chancellor Joseph B. Martin said, "This is an important ruling for the people of Northern California because it will ensure them access to the latest cancer research and treatments." An NCI-designated Cancer Center is geared toward getting the latest research findings from the laboratory to the patient in the fastest time possible.

"UCSF cancer researchers and physicians are forming new ties and strengthening old ones as they work together to make sure what is discovered in the lab reaches the patient quickly," Martin said.

UCSF met with neighborhood groups and held numerous community meetings to receive comments and keep the public informed during the SEIR process. The University continues to hold regular community meetings at UCSF/Mount Zion as well as work with various neighborhood groups.

UCSF/Mount Zion's plans for construction of a research building and an outpatient facility were discussed and approved in a 1990 EIR. That document was not legally challenged.

In 1992, the University revised the original plan and decided to keep the eight-story Pavilion building (currently the interim location of the outpatient UCSF/Mount Zion Cancer Center) at 2356 Sutter. Original plans called for demolishing it to make way for the research building and other facilities.

As a result, UCSF proposed to move the planned research facility to land that has been acquired next to the Pavilion building. The revised plans were discussed in the SEIR and certified by the Regents November 20, 1992. The Western Addition Concerned Citizens filed a lawsuit December 21, 1992 and lost their bid to overturn the SEIR in a September 30, 1993 Superior Court ruling.

The principal changes to the 1990 EIR included keeping the Pavilion building at this time as an interim outpatient UCSF/Mount Zion Cancer Center until a new five-story, $39 million outpatient cancer treatment facility is built. The 90,145 gross-square-foot building is planned to replace a recently demolished two-story outpatient facility.

The four-story $59.3 million research facility, to be located at 2340 Sutter, will have 110,000 gross square feet. Construction on that building should be completed in October, 1996.

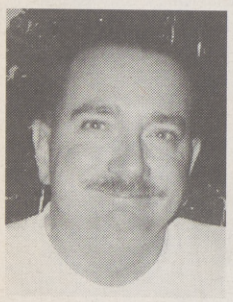
Patient recovers from porphyria

By LISA CISNEROS

What San Francisco resident Jeff York believed to be a bad case of the flu last spring was actually porphyria, a rare genetic disease with medical roots stretching back to the medieval myths of blood-thirsty vampires.

And although the disease has been linked to the fictitious, nocturnal creatures described in Anne Rice's best-seller, now a movie, "Interview with the Vampire," the disorder, in reality, affects mere mortals.

"I think it's funny, but I have no craving for blood," laughs York, now resting at his home after spending the better half of 1994 in and out of hospitals with an illness that baffled doctors.



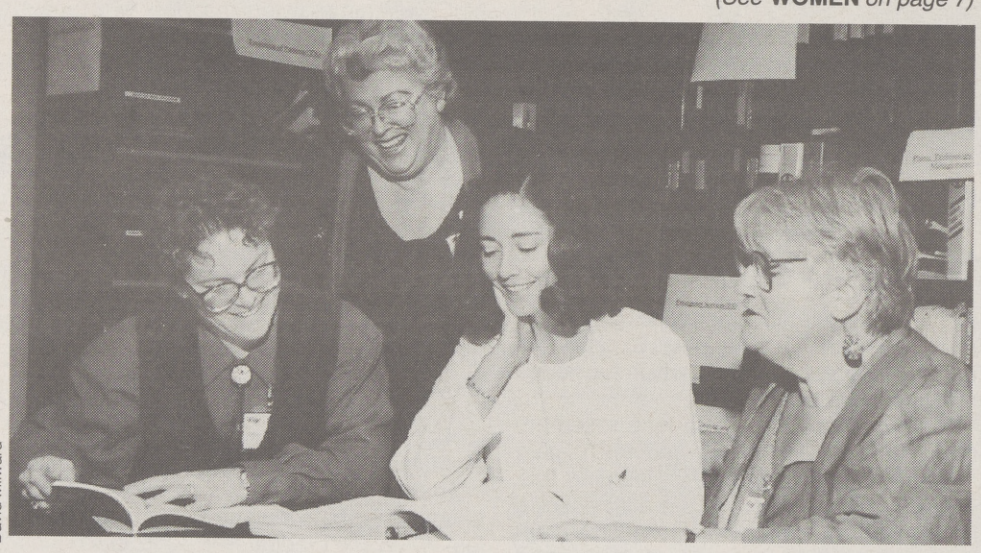
York

Referred to UCSF by Michael Chase, an internist at Davies Medical Center, neurologist Wade Smith confirmed the diagnosis that York, 43, suffered from familial coproporphyria.

Affecting one in 100,000 Americans (although only one in 10 becomes symptomatic), the porphyrias are a group of diseases referred to as "disorders of heme biosynthesis" because they limit the production of heme. Heme is the red pigment in blood and tissues that is an essential component of the liver's system for eliminating many drugs and toxic wastes from the body.

When left untreated, the disease can cause life-threatening attacks of severe stomach aches and neuropsychiatric breakdowns. "Jeff was in bad shape when he was transferred here," Smith recalls. "We had to put him on a ventilator and he was near comatose."

(See **PORPHYRIA** *on page 7)*



David Milward

Mount Zion, LPPI get good reviews

UCSF/Mount Zion employees who prepared piles of paperwork for the hospital review are, left to right, Jolene Carnagey, nursing quality assurance/improvement coordinator; Jeanne A. Dean, assistant director, Medical Center Administration and JCAHO/CACS survey coordinator for Mount Zion; Micaela Presti, nurse educator and clinical nurse specialist; and Sandra Levy, director of quality management.

UCSF/Mount Zion Medical Center and LPPI administrators say recent accreditation reviews at both health care facilities were successful.

That's good news because for the first time ever, the findings of both health care facilities will become public record this year, as part of national health care reform efforts to ensure quality and report outcomes to patients. A written report of survey findings is expected within 90 days of the reviews.

"We know verbally we have passed, although the final results have yet to be compiled," says Jeanne Dean, assistant director of Medical Center Administration. "This was the best survey the hospital has had in many years and we thank everyone for their significant contribution in both preparation and performance during the evaluation." Dean says areas under construction at Mount Zion did not negatively affect survey results.

Mary Jane Allison, assistant director of the Medical Center, credited LPPI's successful review to a core group of managers and staff which met weekly with Craig Van Dyke, department chair, for the past six months to prepare for the evaluation. In particular, Carolynn Kanas, quality assurance and improvement coordinator at LPPI, and Mary Ellen Mann, utilization review coordinator, "put in countless hours of their own time for the well-earned successful outcome," Allison says.

Hospitals are reviewed every three years for compliance to national health care standards by the Joint Commission on Accreditation of Health Organizations (JCAHO), the State Department of Health Services and the California Medical Association.

A team of surveyors from the three accrediting organizations visited Mount Zion and LPPI in December to interview patients, physicians and staff.